



Dr. Terry Paulson during a light moment at District Management Forum.



Roy Mar, BART's Manager of Train Control and Computer Maintenance, gets his blood pressure checked at the first BART Employee Health Fair. (See page 2 for more photos.)

## Dr. Paulson Prescribes 3 P's for Success

Positioning, performing and persisting are the three P's for success in your career, according to Management Consultant Dr. Terry Paulson.

He spoke to a group of 150 BART supervisors and managers at a District Management Forum on December 2 at the MetroCenter Auditorium.

"Be sure you're heading in the same direction as your customers," Paulson said, in explaining positioning, "because it's easier to ride a horse in the direction it's going."

He admonished his listeners to "Get off!" if "the horse is dead."

Paulson's second P for success is performing, a commitment to lifelong learning and constant improvement in performance. Work to eliminate errors, he advised,

before those errors in procedure or performance affect BART's present and potential passengers.

Finally, Paulson told his BART audience to persist. "If you think you're right, don't give up just because you failed the first time. Stay in the game," he urged.

He advised his listeners to "invest five percent of their working time in their next career." Paulson cautioned that "There are jobs at BART that won't be here in ten years. Technology will wipe them out. You need to stay flexible and be prepared to change."

Resisting change could result in a faltering or flat-growth career, Paulson said. The three P's to watch out for in dealing with change are perfection, procrastination and paralysis, Paulson warned. **b2**

## 'A Great Success'

BART's first Employee Health Fair, held on December 10 at the MetroCenter Auditorium was hailed as a 'great success' by a representative of the Alzheimer's Services of the East Bay (ASEB).

Pat Coleman, ASEB Community Relations Director, in a letter to BARTalk, says that she "was impressed with the number of interested employees who had questions

about care for family members and friends suffering from Alzheimer's and other dementias."

She concludes her letter with these words: "I was happy to be helpful. Employees felt benefitted as well. The Fair was a great success. Thank you for inviting us."

The event was coordinated by Employee Services Administrator, Barbara George.

## 25 Years of BART Service

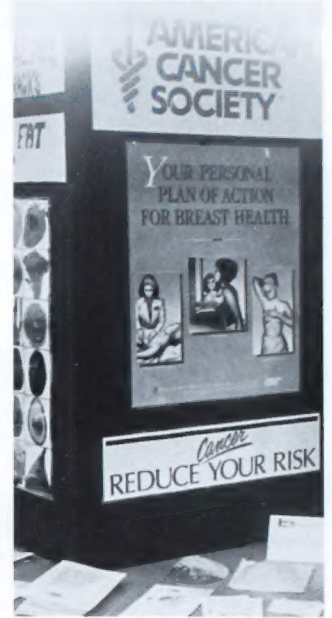
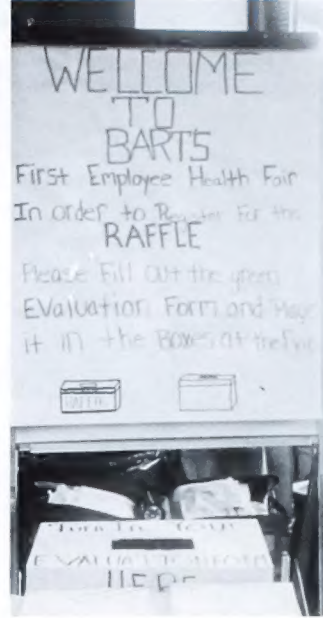


WARD BELDING

BART's Department Manager of Planning, Ward Belding, joined the District on October 4, 1967, as an Economic Analyst, at a time that construction of the system was in full swing. During the 1980's, he was Supervisor of the Office of Research and headed the group that drafted the BART Short Range Plan. **b2**



# Health Fair A 'Great Success'







Food, singing and good cheer were in abundance throughout BART's Lake Merritt headquarters this past holiday season. Several get-togethers were held on December 17 and 18, and BARTalk tried to cover them all with its roving camera. We hope we didn't overlook your party.





# Holiday Get-Together at LMA



## Officers Commended



BART Police officers Robert Haney, center, and Tyrone Forte are commended by Chief Harold Taylor for their alertness in spotting and stopping a stolen vehicle registered with the BART BAAT program. The two men saw the car on Broadway in Oakland at 2:47 in the morning. The BAAT sticker on the car's rear windshield told them that the owner normally would be home in bed, not out on the streets. The driver was not the registered owner and he was taken into custody by the two officers.

## A Roast Chicken Dinner With All the Trimmings

BART Station Agents, Train Operators, System Service Workers, Foreworkers and Police personnel enjoyed a roast chicken dinner with all the trimmings on New Year's Eve, thanks to the management of the Transportation and Police departments.

The idea for the dinner was spearheaded by a Station Agent Task Force headed jointly by Diane Johnson and Jim McGrath. "It was a logistical nightmare to get the meals delivered, but the cooperation of both union and management employees really made it work," according to Diane.

It all, there were 273 meals distributed throughout the system between 5 and 9 p.m.

"It's a tough night to work and we wanted to show our employees their effort was appreciated," says Paul Oversier, BART's Chief Transportation Officer.

In addition to dinner, employees who worked past midnight were provided with a special BART t-shirt designed by Eric Thompson. The logo on the shirt emphasized the theme of TEAM, an acronym for Together Everyone Achieves More.





Honored for 20 years of BART service were, back row, from left, Lloyd McAllister, Robert Rossington, Josefino Bulawin, Edward Musgrave, Angie Bonifacio, Gonsola Webster, Shirley McNeal, Elsie Hsieh, Ronald Urbano, Pamela Moffett, Larry Sterling, and Kim Gillis; front row, Joseph Padilla, Samuel Alikian, Vijay Patel, Frank Zicichi, Edwin Rodrigues and Hugo Dalaison.



Also honored for 20 years of service were, back row, from left, Johnnie Evans, Martha Taylor, Howard Jones, Lynn Ragghianti, Anthony Kelly, Margaret Pierce, Steve Hack, Marta Del Bonta, Marvin Anderson, Oscar Gamez, Kevin O'Keefe, Shirley Bolden, Mark Friesen and Patsy Lyles; front row, Mehdi Khashabi, Burl McDonald, Donald Orth, John Zicichi, Gerald Morris, Willie Criner and Robert Streeter.



Honored for 15 years of service to BART were, back row, from left, Rachel Heath, Lillian Cartwright, James Matthews, Donna Johnson, Pat Carter, Andy Garth, Dory Oriola, Diane Odom and Margaret Ritter; front row, Roy Wadley, Gerald Collins, Donald Garcia, Melvin Lim and Ernest Strohmeier.

## BART Police Continue Christmas Food Tradition

BART's Police Department continued its tradition of organizing packages of food for needy people at Christmas.

Coordination by Lt. Don Tong, the program tapped the Christmas spirit of employees throughout BART, as well as from the Association of Bay Area Governments and the Metropolitan Transportation Commission.

Christmas Eve and Christmas Day deliveries of baskets of food were made to 51 families in all parts of the District.

Don praises the many BART Police officers and cadets who helped with the preparation and distribution of the baskets. "I thank them all," he says, "and I want to stress how willing everyone was to take part and land a hand." He also offers a special 'thank you' to Officer John Junier. "He's the guy I depend on," Don says.



Kevin J. Sharp, Jr., Deputy Police Chief, with a small portion of foodbaskets.

## Christmas Booth Decorations

Following a long tradition at BART, station agents decorated their booths for the holiday season.

Selected as the best decorations were, on the M line, the 24th Street Station, with the principal credit to Flor Rosales and Analee Jiminez; C line, Orinda Station, Carol Flores; and A line, Union City, Eugena Rawlinson and Berta Villalva.

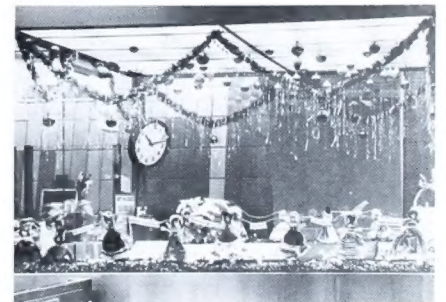
The Berkeley Station was the only station on the R line with a decorated booth. The principal decorators were Jimmy Stuart and Kathleen Price.



Union City



24th Street



Orinda







### ATTENTION HORSE LOVERS!

Sweet and lovable 11 yr. old gorgeous white 13.2H gelding showing second level dressage and ready to move on to third. A confident jumper, cross country or stadium. Comes w/some tack, bridle, blanket, etc. A real sacrifice. Owner has outgrown this great pony and wants to buy a larger horse. Call Jo at Ext. 7116 or Gretchen at 510/685-5573.

### FOR SALE

Super single waterbed with headboard and heater, \$25. Alto saxophone, \$250. Cougar golf clubs 3-PW, \$25. Call Bob at 455-6035.

### GREAT BUY!!!

RCA 25" color stereo TV w/remote control, cableready, \$125. Call Skip at Ext. 6482 and leave message.

### MUST SEE TO APPRECIATE!

IBM 386-33 IBM type computer, 100 MB with 4 MB of ram, both 5¼ and 3½ drives, color VGA monitor, modem, 2 serial, parallel and mouse parts, tower case deluxe keyboard. Top of the system, \$1,400. Call Skip at Ext. 6482 and leave message.

### DON'T MISS THIS GREAT BUY!!!

386-16 color computer, 40 MB with 1 MB of ram, both 5¼ and 3½ drives, mouse and mouse pad. mini-case, 101 keyboard, full of software, \$650. Call Skip at Ext. 6482 and leave message.

### 1988 BRONCO II FOR SALE!

45k. mi., 4x4, 5-sp., AM/FM Cass. w/CB radio, custom trailer pkg., front Bra, 5 custom ET deep mags. Very clean, \$7,850. Call 510/792-3445.

### LOOK! LOOK! LOOK!

1984, 18 ft. Seaswirl (Sierra Cuddy) boat for sale. V-6, 190 hrs., Excellent Condition, \$8,000 or best offer. Call Doris at Ext. 6708.

### NEON BEER LIGHTS FOR SALE!

New and old, must see to appreciate. Call 510/792-3445.

### STAGE EQUIPMENT FOR SALE

Peavy powered 3-way E/V sound system 2000 watts RMS, Peavy 12 channel Mark 111 mixing console, Peavy 24 channel Mark IV mixing console, Two 12 channel snakes w/3 sends 1500 watt follow spot, Equalizers, crossovers, road cases and more, DX-7 synth with GreyMatter E! board and software. Call John VanArtsdalen, Ext. 5110.

### BRENTWOOD ROCKER

Excellent condition, \$35 Contact Art at 522-2387.

### BEAUTIFUL RUG FOR SALE

All wool area rug, oatmeal. Excellent condition, must see to appreciate. \$150 Call Art at 522-2387.

### CABIN FOR RENT (Dodge Ridge)

Snow skiing, ice skating, playing in the snow. Two blocks to beach & horse area. Nearby lakes for boating & fishing. Contact Sue, OHY 352-3473 or Ext. 2235.

### GREAT STUFF, GREAT BUYS!

Sears Shredder/Grinder, 5hp, leaves and branches up to 3", \$150. Litton "Menu-master" commercial microwave, 1000 watts, \$100. DP Treadmill with pulse monitor, speed control, \$200. Dyna Row 100 rowing machine, \$75. Stair Stepper exercise machine, \$100. Air Compressor, 100psi, single cylinder, 12 gal. 220v, \$75. Call Chuck Brown at Ext. 6508.

### GREAT HOUSE FOR SALE!

2 Bd./1 bath in the Fairmont Terrace area of San Leandro (above Hwy.580) view, new hardwood floors, new central heat, new roof in 1988, partially remodeled bathroom, land-scaped front yard. Nice neighborhood. \$189,000. Contact Shirley at Ext. 6038.

### BOAT FOR SALE!

19 ft. deep V-Haul 351, Ford motor 225hp o.m.c., new upholstery, carpet and tires. Good condition. \$4,500 or best offer. Call Al at 724-0571.

### ATTENTION COLLECTORS!

Zenith Trans. Oceanic Radio 12 band portable radio. Never used. No longer manufactured. A collectible, \$500 or best offer. Call Ext. 5348 or 5349.

### BRIDAL APPAREL FOR SALE!

Flowers for lapels, favors, bouquets, veils, garters, fancy headbands, hats, etc. Under retail prices. Contact Ellen at 758-0815 or Ext. 5220.

### GREAT BUY!

1986 Suzuki LT 185 (4-wheel ATV) Quad, 5-sp, reverse, odometer and trip odometer, 1300 mi, very good condition, \$975 or best offer. Call Steve Baldi at 475-2108.

### ATTENTION MOVIE LOVERS!

Personal movie collection mostly unviewed, approx. 100 titles. 1992 Chess computer, Maphister Milano master rated at 2200. Call Aaron at Ext. 4116.

### SOFA AND LOVE SEAT

Burgundy, comfy and in good condition, \$250 or best offer. Contact Ron at Ext. 7139.

### CAMERAS! CAMERAS! CAMERAS!

Canon AT-1 w/lens, \$85. Ricoh XR-6 w/35mm, 50mm wide & 105mm lens & leather case, \$200. Call Dale at Ext. 5281.

### TURN OF THE CENTURY CLOCK

Solid oak mantle clock, Westminster chimes, \$175 or best offer. Call Ron at Ext. 7139.

### 1930s MANTLE MIRROR

Etched glass, beautiful and flawless. Must see. \$250 or best offer. Contact Ron Ext. 7139.

### FOR RENT! GREAT CONDO WITH BEAUTIFUL SUNSETS!

2 Bd. (can sleep 4) fully equipped & tastefully furnished. Tennis, pools, BBQ & Maui's best beaches just footsteps away. Nearby dining, snorkeling, sailing, windsurfing, golfing & shopping. Luxury at Economy Rates. Call Dennis at Ext. 5452 or 828-0744.

### 1930s DINING ROOM TABLE

Mahogany veneer, 6 chairs, 2 leaves. Must see to appreciate, \$750 or best offer. Call Ron at Ext. 7139.



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